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71	386E	PARKING GUIDE	38	385K	
71	386F	PARKING GUIDE LEAD	40	385K	
71	386G	PARKING SUPERVISOR 1	43	385K	
71	386H	PARKING SUPERVISOR 2	49	385K	
74	351E	SOCIAL WORKER 1 - ACADEMIC MEDICAL CENTERS	51	BMK	
74	253J	CAREER PLANNING AND PLACEMENT OFFICER	52	351E	
74	253N	COOR, TEACHER PREPARATION PROGRAM	47	351E	
74	253Q	TUTORIAL CENTER PROGRAM COORDINATOR	45	351E	
74	255M	INSTRUCTION & CLASSROOM SUPPORT TECHNICIAN 1	39	351E	
74	255N	INSTRUCTION & CLASSROOM SUPPORT TECHNICIAN 2	44	351E	
74	255O	INSTRUCTION & CLASSROOM SUPPORT TECHNICIAN 3	47	351E	
74	255Q	INSTRUCTION & CLASSROOM SUPPORT TECHNICIAN 4	51	351E	
74	257E	DEAF INTERPRETER 1	38	351E	
74	257F	DEAF INTERPRETER 2	41	351E	
74	257G	DEAF INTERPRETER 3	45	351E	
74	323R	PSYCHOMETRIST 1	43	351E	
74	323S	PSYCHOMETRIST 2	47	351E	
74	323T	PSYCHOMETRIST LEAD	51	351E	
74	323U	PSYCHOMETRIST SUPERVISOR	57	351E	
74	343H	SOCIAL WORK ASSISTANT 1	41	351E	
74	343I	SOCIAL WORK ASSISTANT 2	45	351E	
74	348E	MENTAL HEALTH SPECIALIST 1	43	351E	
74	348F	MENTAL HEALTH SPECIALIST 2	47	351E	
74	351F	SOCIAL WORKER 2 - ACADEMIC MEDICAL CENTERS	55	351E	
74	351H	SOCIAL WORKER SUPERVISOR - ACADEMIC MEDICAL CENTERS	61	351E	
74	352E	MENTAL HEALTH PRACTITIONER	56	351E	
74	352F	MENTAL HEALTH PRACTITIONER CLINICAL SPEC	56	351E	
74	352G	MENTAL HEALTH PRACTITIONER LEAD	57	351E	
74	359E	ALCOHOLISM THERAPIST 1	52	351E	
74	359F	ALCOHOLISM THERAPIST 2	55	351E	
74	360E	GENETICS COUNSELOR 1	55	351E	
74	360F	GENETICS COUNSELOR 2	60	351E	
74	360G	GENETICS COUNSELOR LEAD	63	351E	
74	360H	GENETICS COUNSELING SUPERVISOR	68	351E	
74	363H	CHAPLAIN 1	47	351E	
74	363I	CHAPLAIN 2	51	351E	
75	674G	COOK 1	30	BMK	
75	674E	COOK 1, CREW	21	674G	
75	674F	COOK 2, CREW	25	674G	
75	674H	COOK 2	34	674G	
75	674I	COOK 3	36	674G	
75	674L	BAKER 1	34	674G	
75	674M	BAKER 2	38	674G	
75	674O	SNACK BAR LEAD	30	674G	
75	674Q	MEAT CUTTER	36	674G	
76	675F	FOOD SERVICE WORKER	25	BMK	
76	675G	FOOD SERVICE WORKER LEAD	29	675F	

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77	397B	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 2	52	BMK	
77	397A	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 1	46	397B	
77	397C	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 3	58	397B	
77	397D	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 4	60	397B	
78	296F	PHARMACY TECHNICIAN	47	BMK	
78	296E	PHARMACY ASSISTANT	40	296F	
78	296H	PHARMACY TECHNICIAN 1	51	296F	
78	296I	PHARMACY TECHNICIAN 2	53	296F	
78	296J	PHARMACY TECHNICIAN LEAD	55	296F	
101	423C	INDUSTRIAL INSURANCE APPEALS JUDGE 3	68	BMK	
101	175E	TAX POLICY SPECIALIST 1	54	423C	
101	175F	TAX POLICY SPECIALIST 2	61	423C	
101	175G	TAX POLICY SPECIALIST 3	66	423C	
101	175H	TAX POLICY SPECIALIST 4	69	423C	
101	422E	LABOR RELATIONS ADJUDICATOR/MEDIATOR 1	65	423C	
101	422F	LABOR RELATIONS ADJUDICATOR/MEDIATOR 2	69	423C	
101	422G	LABOR RELATIONS ADJUDICATOR/MEDIATOR 3	75	423C	
101	422I	HEARINGS EXAMINER 1	54	423C	
101	422J	HEARINGS EXAMINER 2	62	423C	
101	422K	HEARINGS EXAMINER 3	66	423C	
101	422M	REVIEW JUDGE	69	423C	
101	422V	FISHERIES ADMINISTRATIVE & CRIMINAL LAW SPEC	63	423C	
101	423A	INDUSTRIAL INSURANCE APPEALS JUDGE 1	64	423C	
101	423D	INDUSTRIAL INSURANCE APPEALS JUDGE 4	71	423C	
101	424A	CLAIMS OFFICER 1 - DSHS	58	423C	
101	424B	CLAIMS OFFICER 2 - DSHS	60	423C	
101	424C	CLAIMS OFFICER 3 - DSHS	61	423C	
101	424D	CLAIMS OFFICER 4 - DSHS	63	423C	
104	355H	JUVENILE REHABILITATION RESIDENTIAL COUNSELOR	47	BMK	
104	257J	RESIDENTIAL/STUDENT LIFE COUNSELOR	37	355H	
104	257L	STUDENT LIFE DEAN	42	355H	
104	348N	PSYCHIATRIC CHILD CARE COUNSELOR 1	36	355H	
104	348O	PSYCHIATRIC CHILD CARE COUNSELOR 2	39	355H	
104	348P	PSYCHIATRIC CHILD CARE COUNSELOR 3	42	355H	
104	355E	JUVENILE REHABILITATION COUNSELOR ASSISTANT	38	355H	
104	355G	JUVENILE REHABILITATION COMMUNITY COUNSELOR	47	355H	
104	355I	JUVENILE REHABILITATION COORDINATOR	49	355H	
104	355K	JUVENILE REHABILITATION SUPERVISOR	49	355H	
104	355M	JUVENILE REHABILITATION PROGRAM MANAGER 1	51	355H	
104	355N	JUVENILE REHABILITATION PROGRAM MANAGER 2	53	355H	
104	355O	YOUTH ACADEMY RESIDENTIAL SPECIALIST 1	33	355H	
104	355P	YOUTH ACADEMY RESIDENTIAL SPECIALIST 2	38	355H	
104	355Q	YOUTH ACADEMY RESIDENTIAL SPECIALIST 3	42	355H	
104	355R	YOUTH ACADEMY RESIDENTIAL SPECIALIST 4	46	355H	
104	355S	YOUTH ACADEMY COUNSELING AND COORDINATION SPECIALIST 1	38	355H	
104	355T	YOUTH ACADEMY COUNSELING AND COORDINATION SPECIALIST 2	46	355H	

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104	355U	YOUTH ACADEMY COUNSELING AND COORDINATION SPECIALIST 3	50	355H	
104	355V	YOUTH ACADEMY COUNSELING AND COORDINATION SPECIALIST 4	54	355H	
104	385P	JUVENILE REHABILITATION SECURITY OFFICER 1	37	355H	
104	385Q	JUVENILE REHABILITATION SECURITY OFFICER 2	40	355H	
104	385R	JUVENILE REHABILITATION SECURITY MANAGER	46	355H	
104	703E	LIFEGUARD 1	18 E	355H	
104	703F	LIFEGUARD 2	22 E	355H	
106	165I	FINANCIAL SERVICES SPECIALIST 3	45	BMK	
106	165E	QUALITY CONTROL SPECIALIST	49	165I	
106	165G	FINANCIAL SERVICES SPECIALIST 1	36	165I	
106	165H	FINANCIAL SERVICES SPECIALIST 2	41	165I	
106	165J	FINANCIAL SERVICES SPECIALIST 4	47	165I	
106	165K	FINANCIAL SERVICES SPECIALIST 5	50	165I	
107	178G	SUPPORT ENFORCEMENT OFFICER 2	47	BMK	
107	177Q	FINANCIAL RECOVERY ENFORCEMENT OFFICER 1	39	178G	
107	177R	FINANCIAL RECOVERY ENFORCEMENT OFFICER 2	44	178G	
107	177S	FINANCIAL RECOVERY ENFORCEMENT OFFICER 3	47	178G	
107	178E	SUPPORT ENFORCEMENT TECHNICIAN	37	178G	
107	178F	SUPPORT ENFORCEMENT OFFICER 1	42	178G	
107	178H	SUPPORT ENFORCEMENT OFFICER 3	50	178G	
107	178I	SUPPORT ENFORCEMENT OFFICER 4	53	178G	
107	178K	CHILD SUPPORT PROGRAM ADMINISTRATOR	56	178G	
107	178N	CHILD SUPPORT PROGRAM MANAGER	63	178G	
109	168Q	WORKERS' COMPENSATION ADJUDICATOR 3	52	BMK	
109	162E	MEDICAL PROGRAM SPECIALIST 1	55	168Q	
109	162F	MEDICAL PROGRAM SPECIALIST 2	59	168Q	
109	162G	MEDICAL PROGRAM SPECIALIST 3	63	168Q	
109	168E	INDUSTRIAL INSURANCE COMPENSATION UNIT SUPV	57	168Q	
109	168F	FINANCIAL INCENTIVE COORDINATOR	54	168Q	
109	168I	DDS ADJUDICATOR 1	43	168Q	
109	168J	DDS ADJUDICATOR 2	49	168Q	
109	168K	DDS ADJUDICATOR 3	51	168Q	
109	168L	DDS ADJUDICATOR 4	54	168Q	
109	168O	WORKERS' COMPENSATION ADJUDICATOR 1	44	168Q	
109	168P	WORKERS' COMPENSATION ADJUDICATOR 2	48	168Q	
109	168R	WORKERS' COMPENSATION ADJUDICATOR 4	54	168Q	
109	168S	WORKERS' COMPENSATION ADJUDICATOR 5	57	168Q	
109	168U	LICENSING HEARING SPECIALIST	54	168Q	
109	170E	MEDICAL ASSISTANCE SPECIALIST 1	33	168Q	
109	170F	MEDICAL ASSISTANCE SPECIALIST 2	36	168Q	
109	170G	MEDICAL ASSISTANCE SPECIALIST 3	42	168Q	
109	170H	MEDICAL ASSISTANCE SPECIALIST 4	46	168Q	
109	170I	MEDICAL ASSISTANCE SPECIALIST 5	51	168Q	
109	170K	MEDICAL ASSISTANCE PROGRAM MANAGER 1	52	351Q	168Q
109	170L	MEDICAL ASSISTANCE PROGRAM MANAGER 2	56	168Q	
109	171E	MEDICAL TREATMENT ADJUDICATOR 1	40	168Q	
109	171F	MEDICAL TREATMENT ADJUDICATOR 2	43	168Q	

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109	171G	MEDICAL TREATMENT ADJUDICATOR 3	47	168Q	
109	171H	MEDICAL TREATMENT ADJUDICATOR 4	54	168Q	
110	362D	PSYCHOLOGIST 4	67	BMK	
110	362A	PSYCHOLOGY AFFILIATE	43	362D	
110	362B	PSYCHOLOGY ASSOCIATE	54	362D	
110	362C	PSYCHOLOGIST 3	56	362D	
110	362C	PSYCHOLOGIST 3 - TEAMSTERS	57	NEW	362D
113	701F	RECREATION & ATHLETICS SPECIALIST 2	42	BMK	
113	306I	RECREATION THERAPIST 1	42	701F	
113	306J	RECREATION THERAPIST 2	45	701F	
113	306L	RECREATION THERAPIST SUPERVISOR	53	701F	
113	701E	RECREATION & ATHLETICS SPECIALIST 1	35	701F	
113	701G	RECREATION & ATHLETICS SPECIALIST 3	45	701F	
113	701H	RECREATION & ATHLETICS SPECIALIST 4	49	701F	
114	351Q	SOCIAL WORKER 3	51	BMK	
114	233A	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 1	46	351Q	
114	233B	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 2	52	351Q	
114	233C	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 3	58	351Q	
114	233D	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 4	60	351Q	
114	256A	EARLY CHILDHOOD PROGRAM SPECIALIST 1	30	351Q	
114	256B	EARLY CHILDHOOD PROGRAM SPECIALIST 2	36	351Q	
114	256C	EARLY CHILDHOOD PROGRAM SPECIALIST 3	42	351Q	
114	256D	EARLY CHILDHOOD PROGRAM SPECIALIST 4	49	351Q	
114	343E	COMMUNITY WORKER	31	351Q	
114	343F	HOME SUPPORT SPECIALIST	33	351Q	
114	348I	INSTITUTION COUNSELOR 1	37	351Q	
114	348J	INSTITUTION COUNSELOR 2	39	351Q	
114	348K	INSTITUTION COUNSELOR 3	43	351Q	
114	349E	SOCIAL & HEALTH PROGRAM CONSULTANT 1	47	351Q	
114	349F	SOCIAL & HEALTH PROGRAM CONSULTANT 2	52	351Q	
114	349G	SOCIAL & HEALTH PROGRAM CONSULTANT 3	56	351Q	
114	349H	SOCIAL & HEALTH PROGRAM CONSULTANT 4	58	351Q	
114	349J	STATEWIDE PROG COORD FOR BLIND/VISUALLY IMPAIRED	50	351Q	
114	349M	COMMUNITY RESOURCE PROGRAM MANAGER	47	351Q	
114	351J	SOCIAL SERVICE TRAINING SPECIALIST 2	52	351Q	
114	351L	WORKFIRST PROGRAM SPECIALIST	49	351Q	
114	351N	WORKFIRST PROGRAM SUPERVISOR	54	351Q	
114	351O	SOCIAL WORKER 1	41	351Q	
114	351P	SOCIAL WORKER 2	49	351Q	
114	351R	SOCIAL WORKER 4	56	351Q	
114	351T	DEVELOPMENTAL DISABILITIES CASE/RES MGR TRN	42	351Q	
114	351U	DEVELOPMENTAL DISABILITIES CASE/RESOURCE MANAGER	51	351Q	
114	351V	DEVELOPMENTAL DISABILITIES OUTSTATION MANAGER	52	351Q	
114	351W	DEVELOPMENTAL DISABILITIES CASE/RES SUPV	53	351Q	
114	351X	DEVELOPMENTAL DISABILITIES ADMINISTRATOR 1	57	351Q	
114	351Z	HABILITATION PLAN ADMINISTRATOR	53	351Q	
114	352I	PSYCHIATRIC SOCIAL WORKER 1	42	351Q	

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114	352J	PSYCHIATRIC SOCIAL WORKER 2	46	351Q	
114	352K	PSYCHIATRIC SOCIAL WORKER 3	50	351Q	
114	352L	PSYCHIATRIC SOCIAL WORKER 4	55	351Q	
114	352O	FORENSIC THERAPIST 1	42	351Q	
114	352P	FORENSIC THERAPIST 2	47	351Q	
114	352Q	FORENSIC THERAPIST 3	51	351Q	
114	352S	FORENSIC THERAPIST SUPERVISOR	59	351Q	
114	363E	RELIGIOUS PROGRAM SPECIALIST	45	351Q	
114	704J	COLG. CAREER GRAD. - CRIMINAL JUS., LAW & SOC. SCI.	36	351Q	
114	704K	COLG. CAREER M.S. GRAD. - CRIMINAL JUS., LAW & SOC. SCI.	42	351Q	
115	353L	VOCATIONAL REHABILITATION COUNSELOR 2	48	BMK	
115	259C	INSTITUTION TEACHER 3	58 T	353L	
115	344E	REHABILITATION TECHNICIAN 1	38	353L	
115	344F	REHABILITATION TECHNICIAN 2	41	353L	
115	346K	SHELTERED WORKSHOP SUPERVISOR	43	353L	
115	346M	VOCATIONAL TRAINING SUPERVISOR	47	353L	
115	353E	REHABILITATION COUNSELOR 1	61	306U	353L
115	353F	REHABILITATION COUNSELOR 2	65	306U	353L
115	353H	VOCATIONAL REHAB REGIONAL MEDICAL PROG CONSULTANT	55	353L	
115	353K	VOCATIONAL REHABILITATION COUNSELOR 1	44	353L	
115	353M	VOCATIONAL REHABILITATION COUNSELOR 3	50	353L	
115	353N	VOCATIONAL REHABILITATION COUNSELOR 4	54	353L	
115	353Q	ASSISTIVE TECHNOLOGY AND ASSESSMENT PRACTITIONER 1	55	353L	
115	353R	ASSISTIVE TECHNOLOGY AND ASSESSMENT PRACTITIONER 2	57	353L	
115	353T	VOCATIONAL REHABILITATION REGIONAL PROG CNSLR	50	353L	
115	353U	VOCATIONAL REHABILITATION SUPERVISOR	57	353L	
115	353W	VOCATIONAL SERVICES SPECIALIST, INDUSTRIAL INS.	53	353L	
115	357E	REHABILITATION TEACHER 1	36	353L	
115	357F	REHABILITATION TEACHER 2	42	353L	
115	357G	REHABILITATION TEACHER 3	49	353L	
117	457K	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1	38 SP	BMK	
117	454E	VEHICLE IDENTIFICATION NUMBER OFFICER 2	42	457K	
117	454G	MOTOR CARRIER LAW ENFORCEMENT SPECIAL INVESTIGATOR	46	457K	
117	454I	RAIL CARRIER COMPLIANCE SPECIALIST	54	457K	
117	457E	COMMERCIAL VEHICLE OFFICER 1	36 SP	457K	
117	457F	COMMERCIAL VEHICLE OFFICER 2	40 SP	457K	
117	457G	COMMERCIAL VEHICLE OFFICER 3	46 SP	457K	
117	457L	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2	42 SP	457K	
117	457M	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 3	48 SP	457K	
117	457N	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 4	50 SP	457K	
117	592S	LAW ENFORCEMENT EQUIPMENT TECHNICIAN LEAD	47 E	457K	
118	458F	LICENSING SERVICES REPRESENTATIVE 2	39	BMK	
118	458E	LICENSING SERVICES REPRESENTATIVE 1	35	458F	
118	458G	LICENSING SERVICES REPRESENTATIVE 3	43	458F	
118	458H	LICENSING SERVICES REPRESENTATIVE 4	48	458F	
119	505C	FORENSIC SCIENTIST 3	60	BMK	

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119	505A	FORENSIC SCIENTIST 1	44	505C	
119	505B	FORENSIC SCIENTIST 2	50	505C	
119	505E	FORENSIC SCIENTIST 4	62	505C	
119	505F	FORENSIC SCIENTIST 5	65	505C	
119	507P	CRIME LAB TECHNICIAN	39	505C	
121	523G	ENVIRONMENTAL SPECIALIST 3	49	BMK	
121	208A	COMMUNITY OUTREACH & ENVIRONMENTAL EDUCATION SPECIALIST 1	38	523G	
121	208B	COMMUNITY OUTREACH & ENVIRONMENTAL EDUCATION SPECIALIST 2	46	523G	
121	208C	COMMUNITY OUTREACH & ENVIRONMENTAL EDUCATION SPECIALIST 3	49	523G	
121	208D	COMMUNITY OUTREACH & ENVIRONMENTAL EDUCATION SPECIALIST 4	55	523G	
121	519E	ENVIRONMENTAL TECHNICIAN	32	523G	
121	523E	ENVIRONMENTAL SPECIALIST 1	38	523G	
121	523F	ENVIRONMENTAL SPECIALIST 2	43	523G	
121	523H	ENVIRONMENTAL SPECIALIST 4	55	523G	
121	523X	ENVIRONMENTAL SPECIALIST 5	59	523G	
121	542R	ENVIRONMENTAL PLANNER 1	43	523G	
121	542S	ENVIRONMENTAL PLANNER 2	49	523G	
121	542T	ENVIRONMENTAL PLANNER 3	55	523G	
121	542U	ENVIRONMENTAL PLANNER 4	59	523G	
121	542V	ENVIRONMENTAL PLANNER 5	63	523G	
125	523T	NATURAL RESOURCE SPECIALIST 2	48	BMK	
125	176E	REVENUE FORESTER 1	43	523T	
125	176F	REVENUE FORESTER 2	48	523T	
125	176G	REVENUE FORESTER 3	55	523T	
125	176H	REVENUE FORESTER 4	57	523T	
125	516E	FISH AND WILDLIFE HEALTH SPECIALIST	56	523N	523T
125	516F	FISH AND WILDLIFE RESEARCH SCIENTIST 1	60	523N	523T
125	516G	FISH AND WILDLIFE RESEARCH SCIENTIST 2	64	523N	523T
125	516K	NATURAL RESOURCE SCIENTIST 1	44	523T	
125	516L	NATURAL RESOURCE SCIENTIST 2	52	523T	
125	516M	NATURAL RESOURCE SCIENTIST 3	60	523T	
125	516N	NATURAL RESOURCE SCIENTIST 4	64	523T	
125	517E	NATURAL RESOURCE OPERATIONS SUPERVISOR 1	48	523T	
125	517F	NATURAL RESOURCE OPERATIONS SUPERVISOR 2	52	523T	
125	518K	FOREST CHECK CRUISER 1	51	523T	
125	518L	FOREST CHECK CRUISER 2	55	523T	
125	519F	HABITAT TECHNICIAN 1	28	523N	523T
125	519G	FOREST TECHNICIAN	37	523T	
125	519I	NATURAL RESOURCE TECHNICIAN 2	34	523T	
125	519J	NATURAL RESOURCE TECHNICIAN 3	39	523T	
125	520E	FISH HATCHERY TECHNICIAN	26	523N	523T
125	520F	FISH HATCHERY SPECIALIST 1	30	523N	523T
125	520G	FISH HATCHERY SPECIALIST 2	36	523N	523T
125	520H	FISH HATCHERY SPECIALIST 3	42	523N	523T
125	520I	FISH HATCHERY SPECIALIST 4	48	523N	523T
125	521G	NATURAL RESOURCE WORKER 1	24	523T	
125	521H	NATURAL RESOURCE WORKER 2	31	523T	
125	521J	FOREST NURSERY LABORER	24	523T	

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125	521K	FOREST NURSERY LEAD	27	523T	
125	521M	FOREST NURSERY CREW SUPERVISOR	35	523T	
125	521P	FOREST CREW SUPERVISOR 1	33	523T	
125	521Q	FOREST CREW SUPERVISOR 2	37	523T	
125	522E	SCIENTIFIC TECHNICIAN 1	30	523N	523T
125	522F	SCIENTIFIC TECHNICIAN 2	36	523N	523T
125	522G	SCIENTIFIC TECHNICIAN 3	42	523N	523T
125	522H	SCIENTIFIC TECHNICIAN 4	46	523N	523T
125	522J	FOREST NURSERY TECHNICIAN	41	523T	
125	523N	FISH AND WILDLIFE BIOLOGIST 3	53	523N	523T
125	523O	FISH AND WILDLIFE BIOLOGIST 4	55	523N	523T
125	523S	NATURAL RESOURCE SPECIALIST 1	43	523T	
125	523U	NATURAL RESOURCE SPECIALIST 3	52	523T	
125	523V	NATURAL RESOURCE SPECIALIST 4	56	523T	
125	523W	NATURAL RESOURCE SPECIALIST 5	59	523T	
125	523Y	FISH AND WILDLIFE BIOLOGIST 1	40	523N	523T
125	523Z	FISH AND WILDLIFE BIOLOGIST 2	48	523N	523T
125	542N	CONSERVATION PLANNER 1	42	523N	523T
125	542O	CONSERVATION PLANNER 2	48	523N	523T
125	542P	CONSERVATION PLANNER 3	52	523N	523T
125	542Q	CONSERVATION PLANNER 4	56	523N	523T
125	704G	COLG. CAREER GRAD. - NAT., PHYS. & HEALTH SCI.	39	523N	523T
125	704I	COLG. CAREER M.S. GRAD. - IT; ENG. & NAT., PHYS. & HEALTH SCI.	46	523N	523T
127	568J	AGRICULTURAL INSPECTOR 2	34	BMK	
127	453E	WEIGHTS AND MEASURES INSPECTOR 1	31	568J	
127	453F	WEIGHTS AND MEASURES INSPECTOR 2	39	568J	
127	453G	WEIGHTS AND MEASURES SUPERVISOR	43	568J	
127	453I	STATE METROLOGIST	45	568J	
127	566E	BRAND CONTROL SPECIALIST	32	568J	
127	566F	BRAND INSPECTOR 1	32	568J	
127	566G	BRAND INSPECTOR 2	39	568J	
127	566I	LIVESTOCK INVESTIGATOR	36	568J	
127	566K	SEED ANALYST TRAINEE	22	568J	
127	566L	SEED ANALYST 1	26	568J	
127	566M	SEED ANALYST 2	29	568J	
127	566N	SEED ANALYST 3	34	568J	
127	566O	SEED ANALYST 4	37	568J	
127	566R	GRAIN PROTEIN SPECIALIST	34	568J	
127	566S	GRAIN SAMPLER	28	568J	
127	566T	GRAIN SAMPLER, WEIGHER	29	568J	
127	568H	AGRICULTURAL AIDE	26	568J	
127	568I	AGRICULTURAL INSPECTOR 1	28	568J	
127	568K	AGRICULTURAL INSPECTOR 3	38	568J	
127	568L	AGRICULTURAL INSPECTOR 4	46	568J	
127	568N	COMMISSION MERCHANT INVESTIGATOR 1	36	568J	
127	568O	COMMISSION MERCHANT INVESTIGATOR 2	40	568J	
127	568P	COMMISSION MERCHANT SUPERVISOR	48	568J	
127	568Q	GRAIN INSPECTOR A	36	568J	
127	568R	GRAIN INSPECTOR B	38	568J	

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127	568S	GRAIN INSPECTOR C	40	568J	
127	568T	GRAIN INSPECTION OFFICE SUPERVISOR	44	568J	
127	569E	AGRICULTURAL TECHNOLOGIST	36	568J	
127	569H	PEST BIOLOGIST 1	44	568J	
127	569I	PEST BIOLOGIST 2	51	568J	
127	569J	PEST BIOLOGIST 3	55	568J	
127	569Q	PLANT SERVICES SPECIALIST 1	37	568J	
127	569R	PLANT SERVICES SPECIALIST 2	42	568J	
128	345F	ATTENDANT COUNSELOR 1	32	BMK	
128	345E	ATTENDANT COUNSELOR TRAINEE	29	345F	
128	345G	ATTENDANT COUNSELOR 2	34	345F	
128	345H	ATTENDANT COUNSELOR 3	37	345F	
128	345J	ATTENDANT COUNSELOR MANAGER	46	345F	
128	345L	RESIDENTIAL SERVICES COORDINATOR	44	345F	
128	346E	ADULT TRAINING SPECIALIST 1	34	345F	
128	346F	ADULT TRAINING SPECIALIST 2	39	345F	
128	346G	ADULT TRAINING SPECIALIST 3	42	345F	
128	346I	ADULT TRAINING SUPERVISOR	56	345F	
128	680B	PERSONAL SERVICES SPECIALIST 2	34	345F	
128	680C	PERSONAL SERVICES SPECIALIST 3	36	345F	
129	347L	MENTAL HEALTH TECHNICIAN 1	34	BMK	
129	347J	PSYCHIATRIC SECURITY ATTENDANT	37	384B	347L
129	347M	MENTAL HEALTH TECHNICIAN 2	36	347L	
129	347N	MENTAL HEALTH TECHNICIAN 3	39	347L	
129	347P	MENTAL HEALTH TECHNICIAN 5	45	347L	
130	288H	PHYSICIAN 2	81 E	BMK	
130	288E	DENTIST 2	80 E	288H	
130	288G	PHYSICIAN 1	78 E	288H	
130	288I	PHYSICIAN 3	92	288H	
130	288J	PHYSICIAN 4	95	288H	
130	289B	PUBLIC HEALTH AND EPIDEMIOLOGIST 2	81	288H	
130	289C	PUBLIC HEALTH AND EPIDEMIOLOGIST 3	85	288H	
130	289D	PUBLIC HEALTH AND EPIDEMIOLOGIST 4	87	288H	
130	304D	ASSOCIATE MEDICAL DIRECTOR - CHIROPRACTIC	83	288H	
131	290D	PSYCHIATRIST 4	95	BMK	
131	290C	PSYCHIATRIST 3	91	290D	
132	393F	FOOD SAFETY OFFICER 2	50	BMK	
132	393E	FOOD SAFETY OFFICER 1	42	393F	
132	393G	FOOD SAFETY OFFICER 3	52	393F	
132	393H	FOOD SAFETY SUPERVISOR	54	393F	
132	566Q	SEED ANALYSIS LABORATORY SUPERVISOR	42	393F	
132	569L	AGRICULTURAL CHEMICAL SPECIALIST IN-TRAINING	42	393F	
132	569M	AGRICULTURAL CHEMICAL SPECIALIST	49	393F	
132	569N	AGRICULTURAL CHEMICAL SPECIALIST, SENIOR	55	393F	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
133	427Q	INVESTIGATOR 2	49	BMK	
133	163Q	SENIORS PROGRAM REPRESENTATIVE	47	427Q	
133	163X	CLAIMS REPRESENTATIVE	34	427Q	
133	163Y	TORT AND SUNDRY CLAIMS REPRESENTATIVE	35	427Q	
133	177O	TAX SERVICE REPRESENTATIVE 1	35	427Q	
133	177P	TAX SERVICE REPRESENTATIVE 2	37	427Q	
133	390E	LIQUOR INVESTIGATOR	31	427Q	
133	425P	INDUSTRIAL INSURANCE NEW APPEALS SPECIALIST	39	427Q	
133	425Q	INDUSTRIAL INSURANCE NEW APPEALS SUPERVISOR	42	427Q	
133	425R	INDUSTRIAL INSURANCE PROGRAM COORDINATOR	47	427Q	
133	426E	PARALEGAL 1	50	427Q	
133	426F	PARALEGAL 2	54	427Q	
133	426G	PARALEGAL 3	58	427Q	
133	427K	LIQUOR CONTROL SECURITY OFFICER 1	37	427Q	
133	427L	LIQUOR CONTROL SECURITY OFFICER 2	44	427Q	
133	427P	INVESTIGATOR 1	41	427Q	
133	427R	INVESTIGATOR 3	57	427Q	
133	427S	INVESTIGATOR 4	59	427Q	
133	427V	VIOLENT CRIME CRIMINAL INFORMATION ANALYST	46	427Q	
133	427W	REAL ESTATE INVESTIGATOR	45	427Q	
133	428E	HEALTH CARE INVESTIGATOR 1	51	427Q	
133	428F	HEALTH CARE INVESTIGATOR 2	53	427Q	
133	428G	HEALTH CARE INVESTIGATOR 3	55	427Q	
133	428H	HEALTH CARE INVESTIGATOR 4	57	427Q	
133	429C	ATTORNEY GENERAL INVESTIGATOR ANALYST	61	427Q	
133	429D	AGO SENIOR/SUPERVISOR INVESTIGATOR/ANALYST	65	427Q	
133	430E	TORT CLAIMS INVESTIGATOR 1	51	427Q	
133	430F	TORT CLAIMS INVESTIGATOR 2	55	427Q	
133	454K	CONSUMER PROGRAM ASSISTANT - UTC	35	427Q	
133	454L	CONSUMER PROGRAM SPECIALIST 1 - UTC	42	427Q	
133	454M	CONSUMER PROGRAM SPECIALIST 2 - UTC	48	427Q	
133	454N	CONSUMER PROGRAM SPECIALIST 3 - UTC	52	427Q	
133	459E	VEHICLE SERVICES LIAISON OFFICER 1	42	427Q	
133	459F	VEHICLE SERVICES LIAISON OFFICER 2	46	427Q	
133	506K	FUNERAL DIRECTOR & EMBALMER INSPECTOR	56	427Q	
133	507E	PROPERTY AND EVIDENCE CUSTODIAN	40	427Q	
134	283P	PUBLIC HEALTH ADVISOR 3	55	BMK	
134	283E	LONG TERM CARE SURVEYOR	53	283P	
134	283N	PUBLIC HEALTH ADVISOR 1	47	283P	
134	283O	PUBLIC HEALTH ADVISOR 2	53	283P	
134	283Q	PUBLIC HEALTH ADVISOR 4	59	283P	
135	303J	EPIDEMIOLOGIST 1	61	BMK	
135	303K	EPIDEMIOLOGIST 2 (NON-MEDICAL)	67	303J	
135	303L	EPIDEMIOLOGIST 3 (NON-MEDICAL)	71	303J	
135	303M	SENIOR EPIDEMIOLOGIST (NON-MEDICAL)	76	303J	
135	391W	ADVISORY LABORATORIAN 4	60	303J	
135	515J	MICROBIOLOGIST 1	48	303J	
135	515K	MICROBIOLOGIST 2	54	303J	

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
135	515L	MICROBIOLOGIST 3	60	303J	
135	515M	MICROBIOLOGIST 4	66	303J	
135	515P	CHEMIST 1	48	303J	
135	515Q	CHEMIST 2	54	303J	
135	515R	CHEMIST 3	60	303J	
135	515S	CHEMIST 4	66	303J	
201	228A	LIQUOR STORE CLERK	29 L	BMK	
201	229A	RETAIL ASSISTANT MANAGER 1	33	228A	
201	229B	RETAIL ASSISTANT MANAGER 2	35	228A	
201	229C	RETAIL MANAGER 3	39	228A	
201	229D	RETAIL MANAGER 4	43	228A	
201	232E	LOTTERY DISTRICT SALES REPRESENTATIVE	41	228A	
201	232G	LOTTERY TELEMARKETING REPRESENTATIVE 1	38	228A	
201	232H	LOTTERY TELEMARKETING REPRESENTATIVE 2	42	228A	
204	179K	PROPERTY & ACQUISITION SPECIALIST 3	54	BMK	
204	179I	PROPERTY & ACQUISITION SPECIALIST 1	42	179K	
204	179J	PROPERTY & ACQUISITION SPECIALIST 2	49	179K	
204	179L	PROPERTY & ACQUISITION SPECIALIST 4	57	179K	
204	179M	PROPERTY & ACQUISITION SPECIALIST 5	60	179K	
204	179N	PROPERTY & ACQUISITION SPECIALIST 6	62	179K	
205	451F	COMMUNICATIONS OFFICER 1	37 SP	BMK	
205	401A	TRAFFIC SAFETY SYSTEMS OPERATOR 1	38	451F	
205	401C	TRAFFIC SAFETY SYSTEMS OPERATOR 3	42	451F	
205	401D	TRAFFIC SAFETY SYSTEMS OPERATOR 4	48	451F	
205	450E	RADIO OPERATOR	30	451F	
205	450F	COMMUNICATIONS SPECIALIST - TRANSPORTATION	32	451F	
205	450G	COMMUNICATIONS SUPERVISOR - TRANSPORTATION	37	451F	
205	450I	COMMUNICATIONS OFFICER ASSISTANT	36	451F	
205	450K	PLANT COMMUNICATIONS COORDINATOR	48	451F	
205	450L	OPERATIONS CENTER SUPERVISOR	53	451F	
205	451E	COMMUNICATIONS OFFICER	35 SP	451F	
205	451G	COMMUNICATIONS OFFICER 2	41 SP	451F	
205	451H	COMMUNICATIONS OFFICER 3	45 SP	451F	
205	451I	COMMUNICATIONS OFFICER 4	49 SP	451F	
208	161G	FINANCIAL EXAMINER 3	64	BMK	
208	161E	FINANCIAL EXAMINER 1	40	161G	
208	161F	FINANCIAL EXAMINER 2	58	161G	
208	161H	FINANCIAL EXAMINER 4	68	161G	
208	422P	FINANCIAL LEGAL EXAMINER 1	54	161G	
208	422Q	FINANCIAL LEGAL EXAMINER 2	59	161G	
208	422R	FINANCIAL LEGAL EXAMINER 3	64	161G	
208	422S	FINANCIAL LEGAL EXAMINER 4	68	161G	
208	456A	REGULATORY ANALYST 1	48	501G	161G
208	456B	REGULATORY ANALYST 2	56	501G	161G
208	456C	REGULATORY ANALYST 3	61	501G	161G

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
209	653M	MARINER 2	28 G	BMK	
209	653I	WIPER	23 G	653M	
209	653J	OILER, MARINE	28 G	653M	
209	653L	MARINER 1	23 G	653M	
210	652K	MATE, CHIEF	51 G	BMK	
210	652F	MASTER, RESEARCH VESSEL, 100 GT	48 G	652K	
210	652I	MATE, THIRD	39 G	652K	
210	652J	MATE, SECOND	42 G	652K	
210	653E	MARINE ENGINEER, THIRD ASSISTANT	39 G	652K	
210	653F	MARINE ENGINEER, SECOND ASSISTANT	42 G	652K	
210	653G	MARINE ENGINEER, FIRST ASSISTANT	46 G	652K	
211	674R	SHIP'S STEWARD	39 G	BMK	
211	674S	SECOND COOK AND BAKER	27 G	674R	
211	675E	MESS ATTENDANT	22 G	674R	
213	323I	RESEARCH TECHNOLOGIST 2	40	BMK	
213	323H	RESEARCH TECHNOLOGIST 1	35	323I	
213	323J	RESEARCH TECHNOLOGIST 3	44	323I	
213	323K	RESEARCH TECHNOLOGIST SUPERVISOR	49	323I	
213	323L	RESEARCH STUDY ASSISTANT	33	323I	
213	323M	RESEARCH STUDY COORDINATOR 1	38	323I	
213	323N	RESEARCH STUDY COORDINATOR 2	43	323I	
213	323O	RESEARCH STUDY COORDINATOR LEAD	43	323I	
213	323P	RESEARCH STUDY SUPERVISOR	46	323I	
213	509E	RESEARCH AIDE 1	31	323I	
213	509F	RESEARCH AIDE 2	37	323I	
213	515E	MARINE TECHNOLOGIST 1	40	323I	
213	515F	MARINE TECHNOLOGIST 2	45	323I	
213	524A	VETERINARY SPECIALIST 1	33	323I	
213	524B	VETERINARY SPECIALIST 2	37	323I	
213	524C	VETERINARY SPECIALIST 3	40	323I	
213	524D	VETERINARY SPECIALIST 4	56	323I	
213	525E	ANIMAL TECHNICIAN 1	25	323I	
213	525F	ANIMAL TECHNICIAN 2	26	323I	
213	525G	ANIMAL TECHNICIAN 3	30	323I	
213	525H	ANIMAL TECHNICIAN SUPERVISOR	35	323I	
213	570E	AGRICULTURAL RESEARCH TECHNOLOGIST 1	35	323I	
213	570F	AGRICULTURAL RESEARCH TECHNOLOGIST 2	40	323I	
213	570G	AGRICULTURAL RESEARCH TECHNOLOGIST 3	45	323I	
213	570J	PLANT TECHNICIAN 1	32	323I	
213	570K	PLANT TECHNICIAN 2	37	323I	
213	570L	PLANT TECHNICIAN 3	42	323I	
V	258H	AUDIOLOGIST, SCHOOL FOR THE DEAF	V		
V	258E	TEACHER OF THE DEAF	V		
V	258F	TEACHER OF THE BLIND	V		
V	258J	SPEECH PATHOLOGIST, SCHOOL FOR THE DEAF/BLIND	V		
V	361E	COUNSELOR, SCHOOL FOR THE DEAF	V		

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BMK NO	Class Code	Class Title	Current Range	Current Index	Proposed Index
V	361G	SCHOOL SOCIAL WORKER	V		
V	361I	SCHOOL PSYCHOLOGIST, SCHOOL FOR THE DEAF	V		
V		*** Compensation is in accord with Vancouver, Washington School District #37. ***	V		
*	606E	CARPENTER APPRENTICE	0		
*	609E	ELECTRICIAN APPRENTICE	0		
*	620E	PAINTER APPRENTICE	0		
*	625E	SHEET METAL MECHANIC APPRENTICE	0		
*	169E	APPRENTICE - WORKERS' COMPENSATION ADJUDICATOR 2	0		
*	628E	APPRENTICE - CONSTRUCTION AND MAINTENANCE PROJECT SPECIALIST 1	0		
*	121A	INDUSTRIAL RELATIONS AGENT APPRENTICE 1	0		
*	154A	APPRENTICE AUDITOR 1	0		
		* Compensation is in accord with Washington State Local Apprenticeship Council Rate Schedule.			
		SPECIAL NOTE: At the University of Washington, specific targeted salary survey information			
		will be used in place of data compiled through the 2010 Total Compensation Survey for			
		positions: (a) receiving local area wage variances administered under medical centers			
		special pay plans provisions provided in RCW 41.06.133 and WAC 357-28-025; or (b)			
		having rates negotiated otherwise through local labor agreements. The University of			
		Washington bargains classification and, therefore, does not use the State's class plan for			
		bargaining unit positions.			

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University of Washington Health Care Special Pay Premiums Proposal - Classified Non-Represented Classes

PROPOSED					
CLASS CODE	CLASS TITLE	Evening Shift (2nd)	Night Shift (3rd)	Weekend	Standby
318F	Optician Apprentice - Dispensing	1.50	2.25	1.50	3.00
318G	Optician, Licensed - Dispensing	1.50	2.25	1.50	3.00

This is a special pay proposal from the University of Washington. It updates their Health Care Professional Technical class listing to include their newly created classes of Optician Apprentice - Dispensing and Optician, Licensed - Dispensing. Their new Eye Institute includes plans for evening and weekend hours with the potential for standby pay. These rates are the same as those for the job classes already in their Health Care Special Pay Plan.

The University of Washington has certified that Medical Center budgeted funds are available.

The effective date for their request is May 16, 2009. Please contact Mary Rodriguez at MaryR@dop.wa.gov if you have any questions.

Section E: Rule Amendments

ITEM #1

Staff Note: It was brought to our attention that we do not have a rule that addresses what happens when a probationary employee accepts a nonpermanent appointment. We discussed this at the November 2008 rules meeting and asked that comments be sent in. We received feedback from six agencies. All six agencies agreed that the decision about return rights should be left to the employer. This item was discussed again at the January 2009 rules meeting. No new comments were received. Staff is proposing permanent adoption effective June 16, 2009.

NEW SECTION

WAC 357-19-073 What happens if an employee who is serving a probationary period accepts a nonpermanent appointment?

If an employee who is serving a probationary period accepts a nonpermanent appointment, the probationary period will end and the employee will not be granted permanent status unless the employer agrees to return the employee to a position at the conclusion of the nonpermanent appointment. Any return rights granted by the employer must be to a vacant position in the class in which the employee was serving a probationary period. If the employer chooses to grant the employee a return right the employer must notify the employee in writing.

Upon return from a nonpermanent appointment the employee will resume their probationary period. If the employer determines the position the employee was serving a probationary period in and the position the employee was appointed to on a nonpermanent basis are allocated to classes which are closely related, the employer may count the time worked in the nonpermanent appointment towards the probationary period.

ITEM #2

Staff Note: This item was discussed at the January 2009 rules review meeting. Based on comments received, we are proposing to change the language in subsection (2)(c) and in the example. This does not change the intent of the rule but is for clarification purposes. Staff is proposing permanent adoption effective June 16, 2009.

AMENDATORY SECTION (Amending WSR 05-08-137, filed 4/6/05, effective 7/1/05)

WAC 357-31-215 When may vacation leave be accumulated above the maximum ((two hundred forty hours)) 240 hours?

There are two circumstances in which vacation leave may be accumulated above the maximum of ((thirty)) 30 working days (240 hours).

(1) If an employee's request for vacation leave is denied by the employer, and the employee is close to the maximum vacation leave (240 hours), the employer must grant an extension for each month that the employer defers the employee's request for vacation leave. The employer must maintain a statement of necessity justifying the extension.

(2) As an alternative to subsection (1), employees may also accumulate vacation leave in excess of ((two hundred forty (240))) 240 hours as follows:

(a) An employee may accumulate the vacation leave days between the time ((thirty)) 30 days is accrued and his/her next anniversary date of state employment.

(b) Leave accumulated above ((two hundred forty hours)) 240 hours must be used by the next anniversary date and in accordance with the employer's leave policy. If such leave is not used before the employee's anniversary date, the excess leave is automatically lost and considered to have never existed.

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~~((Any leave accumulated above two hundred forty hours without a statement of necessity between anniversary dates must not, regardless of circumstances, be deferred by the employer by a statement of necessity as described in (1) above.))~~ A statement of necessity, as described in (1) above, can only defer leave that the employee has not accrued as of the date of the statement of necessity. Any accrued leave in excess of 240 hours as of the date of the statement of necessity cannot be deferred regardless of circumstances. For example:

~~((On June 15, an employee is assigned to work on a special project. It is expected that the assignment will last six months. Due to an ambitious timeline and strict deadlines, the employee will not be able to take any vacation leave during that time. On June 15, the employee's vacation leave balance is 260 hours. The employee accrues 10 hour monthly and his/her anniversary date is October 16. If a statement of necessity is filed in June, his/her leave accrual for the four months between June and October will be deferred and not lost as long the employee uses those 40 deferred hours by his/her next anniversary date (October 16 of the following year). The hours of excess vacation leave the employee has on June 15 (20 hours) will not be deferred and will be lost if not used by the approaching anniversary date (October 16 of the present year).))~~

On June 15th, an employee is assigned to work on a special project. It is expected that the assignment will last six months. Due to an ambitious timeline and strict deadlines, the employee will not be able to take any vacation leave during that time.

- On June 15th, the employee's vacation leave balance is 260 hours.
- The employee accrues 10 hours monthly.
- The employee's anniversary date is October 16th.

Because the employee will not be able to use leave from June 15th through December 15th the employee files a statement of necessity asking to defer the leave accrued during this time. This deferred leave will not be lost as long the employee uses the deferred hours by their next anniversary date (October 16th of the following year).

The 20 hours of excess vacation leave the employee had on June 15th are not covered by the statement of necessity. These hours will not be deferred and will be lost unless they are used before October 16th of the current year.

ITEM #3

Staff note: On January 28, 2008 President Bush signed into law amendments to the Family and Medical Leave Act, which grant additional leave to employees who have family members in the military. Two new types of leave were added.

The first type is "Military Caregiver Leave". This addition allows up to 26 weeks of leave for an eligible employee who is the spouse, child, parent, or next of kin of a covered service member. We modified WAC 357-31-525 to include this type of leave effective June 10, 2008. We are now proposing modifications to clarify the definition of "next of kin" and other clarifications.

The second is "Exigency Leave" which allows a fifth qualifying reason for the leave entitlement of 12 weeks of family medical leave due to a qualifying exigency arising from the fact that a spouse, child or parent of an employee is on active duty or has been notified of pending call to active duty in the National Guard or Reserves in support of a contingency operation. This provision became effective January 16, 2009. We are proposing modifications to WAC 357-31-525 to address exigency leave. Staff is proposing permanent adoption effective June 16, 2009.

AMENDATORY SECTION (Amending WSR 08-11-008, filed 5/9/08 effective 6/10/08)

WAC 357-31-525 What is an employee entitled to under the Family and Medical Leave Act of 1993?

(1)The Family and Medical Leave Act of 1993 (29 USC 2601 et seq) and its implementing rules 29 CFR Part 825,

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provide that an eligible employee must be granted, during a twelve-month period, a total of twelve work weeks of absence:

(a) As a result of the employee's serious health condition;

(b) To care for an employee's parent, spouse, or minor/dependent child who has a serious health condition; ((and/or))

(c) For the birth of and to provide care to an employee's newborn, adopted or foster child as provided in WAC 357-31-460((-)); and/or

(d) Due to a qualifying exigency (as described in the Family and Medical Leave Act of 1993 and its amendments (29 USC 2601 et seq) and its implementing rules, 29 CFR Part 825) arising from the fact that the employee's spouse, child of any age, or parent is on active duty or has been notified of pending call to active duty in the armed forces in support of a contingency operation.

(i) This subsection only applies if the spouse, child, or parent of the employee is a member of the National Guard or Reserves, and certain retired members of the regular armed forces and retired reserves. This section does not apply if the spouse, child, or parent of the employee is a member of the regular armed forces on active duty.

(ii) This section only applies to federal calls to active duty.

(2) An eligible employee who is the spouse, son, daughter, parent of a child of any age, or next of kin of a covered service member shall be entitled to a total of twenty-six work weeks of leave during a twelve-month period to care for the service member who is suffering from a serious illness or injury arising from injuries incurred in the line of duty. The leave described in this paragraph shall only be available during a single twelve-month period. This twelve-month period begins on the first day leave is taken pursuant to this subsection.

(a) For purposes of this section, "next of kin" with respect to an individual means the nearest blood relative of that individual other than the individual's spouse, parent, or child in the following order of priority:

(i) Blood relatives who have been granted legal custody of the service member;

(ii) Siblings;

(iii) Grandparents;

(iv) Aunts and uncles;

(v) Cousins;

(vi) The service member can designate another blood relative as the "nearest blood relative" and that designation takes precedent over the above list.

(b) For purposes of this section, "covered service member" is a member of the armed forces, including the National Guard or reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on a temporary disability retired list for a serious illness or injury.

ITEM #4

Staff Note: It was brought to our attention that the layoff rules are not clear about a Washington management service (WMS) employee who has held permanent status in Washington general service (WGS) positions having access to the internal and statewide layoff lists. We have added language which clarifies this. We have also added language that clarifies that to be placed on a layoff list the employee must have been laid off or notified in writing that they are scheduled to be laid off.

After discussion with the DOP classification staff it has been decided that the term "occupational category/class

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series" is no longer relevant and that all references to this should be changed to "class series" only.

We have added language to WAC 357-46-035(2) to clarify that under this subsection you would look for layoff options which includes positions that are both comparable or less than comparable.

DOP has been working with LRO and the AGO to determine how to calculate seniority for part-time employees. For part-time employees, the seniority date is calculated by determining the number of actual hours worked and/or in paid status. The modification to WAC 357-46-055 is to clarify that paid status does not include compensatory time off. The reason for this is that time is counted when the employee works the additional hours so you cannot count them again when the compensatory time is taken.

The modification to WAC 357-46-095 is to clarify that WMS employees who are separated by layoff or notified that they are at risk of layoff are eligible to participate in the general government transition pool (GGTP).

The change to WAC 357-46-058 and the new rule are to clarify that if a WMS employee is rehired following layoff they will not have a break in service if they are hired from a layoff list, the GGTP, or hired as a promotional candidate in accordance with the employer's promotional policy.

The change to WAC 357-58-305 clarifies that if a review period is not required by rule and the employer chooses to not require the employee serve a review period then the employee will gain permanent status upon appointment.

We are proposing language be added to WAC 357-58-310 that clarifies that an employer may require a review period when an employee accepts a layoff option to another WMS position. The determination about whether or not a review period will be required is at the discretion of the employer.

We have added language to WAC 357-46-110 which says a transition review period may be extended for leave without pay in accordance with WAC 357-46-355. We also added language to WAC 357-46-355 to reflect this change.

Language has also been added to WAC 357-46-067 which says an employee's probationary period or trial service period shall not be extended for periods of time spent on temporary layoff.

Some of these rule changes were adopted on an emergency basis effective March 5, 2009. The highlighted areas below are a change or a new addition since the emergency adoption.

Staff is proposing permanent adoption of all of these changes, effective June 16, 2009.

AMENDATORY SECTION (Amending WSR 04-18-114, filed 9/1/04 effective 7/1/05)

WAC 357-46-070 Which employees are eligible to have their name placed on an employer's internal layoff list?

(1) Permanent employees of the employer who satisfy the following criteria must have their name placed on the employer's internal layoff list if the employee exercises this option within the two-year eligibility period:

(a) **Employees who are laid off or have been notified in writing by the employer that they are scheduled to be laid off** are eligible to be on the internal layoff list for classes in which they held permanent status during the current period of unbroken service at the same or lower salary range and lower classes in the same ((occupational category/class series)) class series. Permanent status is not required for the lower classes in the ((occupational category/class series)) class series. For purposes of this subsection "employees" includes Washington management service (WMS) employees who are laid off or have been notified by the employer that they are scheduled to be laid off and who have held permanent status in Washington general service during the current period of unbroken service. WMS employees only have layoff list rights to classes which the highest step of the salary range is equal to or below the WMS salary at the time of layoff or notification of layoff.

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(b) **Employees who accept a voluntary demotion in lieu of layoff** are eligible to be on the internal layoff list for the class from which they demoted and classes at that salary range and lower salary ranges in which the employee held permanent status during the current period of unbroken service and lower classes in the same ~~((occupational category))~~ class series. Permanent status is not required for the lower classes in the ~~((occupational category))~~ class series. Washington management service (WMS) employees who accept a voluntary demotion in lieu of layoff are eligible to be on the internal layoff list for classes in which they held permanent status during the current period of unbroken service. WMS employees only have layoff list rights to classes which the highest step of the salary range is equal to or below the WMS salary at the time of the demotion.

(c) **Employees who accepted less than comparable positions** as defined by the employer's layoff procedure are eligible to be on the internal layoff list for classes in which they held permanent status at the same or lower salary range and lower classes in the same ~~((occupational category))~~ class series. Permanent status is not required for the lower classes in the ~~((occupational category))~~ class series.

(d) **Employees who have not successfully completed a trial service period and are placed in a nonpermanent position following reversion** are eligible to be on the internal layoff list for classes in which the employee previously held permanent status during the current period of unbroken service.

(e) **Employees who remain in a position reallocated to a lower salary range** are eligible to be on the internal layoff list for the class the employee held permanent status in prior to the reallocation.

(2) Employees who have been demoted for cause from a class are **not** eligible to be on the internal layoff list for that class.

AMENDATORY SECTION (Amending WSR 04-18-114, filed 9/1/04 effective 7/1/05)

WAC 357-46-080 Which employees are eligible to have their name placed on an employer's statewide layoff list?

(1) Permanent employees who satisfy the following criteria must have their name placed on the statewide layoff list for other employers if the employee exercises this option within the two-year eligibility period:

(a) Employees who are laid off or notified in writing by the employer that they are scheduled to be laid off are eligible to be on the statewide layoff list for classes in which they held permanent status during the current period of unbroken service at the same or lower salary range and lower classes in the same ~~((occupational category/class-series))~~ class series. Permanent status is not required in the lower classes in the ~~((occupational category/class-series))~~ class series. For purposes of this subsection "employees" includes Washington management service (WMS) employees who are laid off or have been notified by the employer that they are scheduled to be laid off and who have held permanent status in Washington general service during the current period of unbroken service. WMS employees only have layoff list rights to classes which the highest step of the salary range is equal to or below the WMS salary at the time of layoff or notification of layoff.

(b) Employees who accept a voluntary demotion in-lieu of layoff are eligible to be on the statewide layoff list for the class from which they demoted and classes at that salary range and lower salary ranges in which the employees held permanent status and lower classes in the same ~~((occupational category/class-series))~~ class series. Permanent status is not required for the lower classes in the ~~((occupational category/class-series))~~ class series. Washington management service (WMS) employees who accept a voluntary demotion in lieu of layoff are eligible to be on the statewide layoff list for classes in which they held permanent status during the current period of unbroken service. WMS employees only have layoff list rights to classes which the highest step of the salary

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range is equal to or below the WMS salary at the time of the demotion.

(c) Employees who accepted less-than-comparable positions at the time of layoff are eligible to be on the statewide layoff list for classes in which they held permanent status at the current or lower salary range and lower classes in the same ((~~occupational category/class series~~)) class series. Permanent status is not required for the lower classes in the ((~~occupational category/class series~~)) class series.

(2) Employees who have been demoted for cause from a class are **not** eligible to be on the statewide layoff list for that class.

AMENDATORY SECTION (Amending WSR 05-01-204, filed 12/21/04, effective 7/1/05)

WAC 357-01-080 ((~~Class series/occupational category~~)) Class series.

A grouping of job functions having similar purpose and knowledge requirements ((-)), but different levels of difficulty and responsibility.

AMENDATORY SECTION (Amending WSR 05-01-204, filed 12/21/04, effective 7/1/05)

WAC 357-01-135 Elevation.

An employer-initiated action that moves an employee to a position in either:

(1) A higher class in which the employee held permanent status prior to a demotion; or

(2) A class in the same ((~~class series/occupational category~~)) class series which is between the current class and the class from which the employee demoted.

AMENDATORY SECTION (Amending WSR 05-01-200, filed 12/21/04, effective 7/1/05)

WAC 357-16-155 Can an eligible's name be removed from an applicant or candidate pool for a class or all classes in ((~~an occupational category/class series~~)) a class series?

An employer or the department may disqualify an individual by removing the individual's name from an applicant and/or candidate pool for a class or all classes in ((~~an occupational category/class series~~)) a class series at anytime for good and sufficient reason.

AMENDATORY SECTION (Amending WSR 06-03-071, filed 1/12/06, effective 2/13/06)

WAC 357-16-157 Is an eligible's name removed from applicant and/or candidate pools when he/she is appointed to a position?

An eligible's name is removed from the applicant and/or candidate pool for the class to which he/she is appointed and all lower classes in the same ((~~class series/occupational category~~)) class series.

AMENDATORY SECTION (Amending WSR 04-18-114, filed 9/1/04, effective 7/1/05)

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WAC 357-46-035 Layoff option.

(1) What option does a permanent employee have to take a position when the employee is scheduled for layoff?

Within the layoff unit, a permanent employee scheduled for layoff must be offered the option to take a position, if available, that meets the following criteria:

(a) The position is allocated to the class in which the employee holds permanent status at the time of the layoff. If no option to a position in the current class is available, the employee's option is to a position in a class in which the employee has held permanent status that is at the same salary range. If the employee has no option to take a position at the same salary range, the employee must be given an opportunity to take a position in a lower class in ~~((an occupational category/class series))~~ a class series in which the employee has held permanent status, in descending salary order. The employee does not have to have held permanent status in the lower class in order to be offered the option to take a position in the class.

(b) The position is comparable to the employee's current position as defined by the employer's layoff procedure.

(c) The employee satisfies the competencies and other position requirements.

(d) The position is funded and vacant, or if no vacant funded position is available, the position is occupied by the employee with the lowest employment retention rating.

(2) What if the employee has no option under subsection 1?

(a) If a permanent employee has no option available under subsection (1) of this section, the employer must determine if there is an available position in the layoff unit to offer the employee in lieu of separation that meets the following criteria:

(i) The position is at the same or lower salary range maximum as the position from which the employee is being laid off ~~((from))~~;

(ii) The position is vacant ~~((and less than comparable))~~ or held by a probationary employee or an employee in a nonpermanent appointment; ~~((and))~~

~~((iii))~~ The position is comparable or less than comparable; and

~~((iii)- (iv))~~ The position is one for which the employee meets the competencies and other position requirements.

(b) If more than one qualifying position is available, the position with the highest salary range maximum is the one that must be offered.

(3) What happens when a class in which the employee previously held permanent status has been revised or abolished?

If a class in which an employee has previously held permanent status has been revised or abolished, the employer shall determine the closest matching class to offer as a layoff option. The closest matching class

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must be at the same or lower salary range maximum as the class from which the employee is being laid off.

AMENDATORY SECTION (Amending WSR 06-15-064, filed 7/13/06, effective 8/14/06)

WAC 357-46-135 What causes an individual's name to be removed from a layoff list?

(1) An individual's name **must** be removed from an internal layoff list or statewide layoff list at the request of the individual or upon an employee's retirement, resignation, expiration of eligibility or dismissal from the employer.

(2) An individual's name **may** be removed from the internal and/or statewide layoff list for a class when:

(a) The individual is appointed to a permanent position in the class. The individual may also be removed from the internal and/or statewide layoff list for any classes with a lower salary range maximum in that ((class series/occupational category)) class series.

(b) The individual is appointed to a permanent position in a class with a higher salary range maximum in a different ((class series/occupational category)) class series.

(c) The individual has been certified from the layoff list and waives consideration for a position in the class three times.

(d) The employer determines good and sufficient reason exists.

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AMENDATORY SECTION (Amending WSR 05-08-135, filed 4/6/05, effective 7/1/05)

WAC 357-46-055 How is a general government employee's seniority date determined?

(1) For a full-time general government employee, the seniority date is the employee's most recent date of hire into state service as adjusted for any period of leave without pay which exceeds fifteen consecutive calendar days except when the leave without pay is taken for:

- (a) Military leave as provided in WAC 357-31-370;
- (b) Compensable work-related injury or illness leave;
- (c) Government service leave not to exceed two years and one month;
- (d) Educational leave, contingent upon successful completion of the coursework; and/or
- (e) Reducing the effects of layoff.

(f) When an employee is on leave without pay for more than fifteen consecutive calendar days and the absence is not due to one of the reasons listed above, the employee's seniority date must be moved forward in an amount equal to the number of calendar days on leave without pay.

(2) For a part-time general government employee, the seniority date is calculated by determining the number of actual hours worked and/or in paid status((-)), excluding compensatory time off. Actual hours worked includes overtime hours regardless of whether or not the employee receives monetary payment or compensatory time for the hours worked. Time spent in leave without pay status is not credited unless the leave without pay is taken for:

- (a) Military leave as provided in WAC 357-31-370;
- (b) Compensable work-related injury or illness leave;
- (c) Government service leave not to exceed two years and one month;
- (d) Educational leave, contingent upon successful completion of the coursework; and/or
- (e) Reducing the effects of layoff.

AMENDATORY SECTION (Amending WSR 05-21-058, filed 10/13/05, effective 11/15/05)

WAC 357-46-095 Who is eligible for the general government transition pool program?

The following individuals are eligible to participate in the general government transition pool program:

- (1) All general government permanent employees separated by layoff or notified by their employer that they are at risk of layoff ((;)). This includes Washington management service permanent employees who are separated by layoff or notified by their employer that they are at risk of layoff;
- (2) All general government permanent employees who are reverted and not returned to a permanent position in the class in which the employee last held permanent status;
- (3) Employees who are eligible to participate in the return-to-work initiative program in accordance with chapter

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357-19 WAC;

(4) Permanent Washington management service employees who accept a position in Washington general service and are being voluntarily or involuntarily reverted during the trial service period;

(5) Former permanent classified general government employees who have submitted a written request for reemployment within two (2) years of disability separation and who have met the reemployment requirements of WAC 357-19-475;

(6) General government employee business unit members whose contract has expired or been terminated; and

(7) Permanent Washington management service employees who accept acting appointments and who do not return on the agreed upon date in accordance with WAC 357-58-275.

AMENDATORY SECTION (Amending WSR 05-12-073, filed 5/27/05, effective 7/1/05)

WAC 357-46-058 Is an employee who is rehired following layoff considered to have had a break in state service?

(1) An employee laid off in accordance with the provisions of WAC 357-46-010 or WAC 357-58-445 is not considered to have had a break in continuous state service if within two years of separation the employee is appointed to a position:

(a) From a layoff list or the general government transition pool; or

(b) As a promotional candidate in accordance with the employer's promotional policy.

(2) Upon appointment, the employee is reinstated with the seniority and unbroken service the employee had at the time of layoff. For a general government employee, the time spent off the payroll due to layoff is treated like leave without pay and seniority and unbroken service dates must be adjusted in accordance with WAC 357-31-345 and 357-46-055 respectively.

NEW SECTION

WAC 357-58-477 Is a WMS employee who is rehired following layoff considered to have had a break in state service?

(1) An employee laid off in accordance with the provisions of WAC 357-58-445 is not considered to have had a break in continuous state service if within two years of separation the employee is appointed to a position:

(a) From the general government transition pool; or

(b) As a promotional candidate in accordance with the employer's promotional policy.

(2) Upon appointment, the employee is reinstated with the seniority and unbroken service the employee had at the time of layoff. Time spent off the payroll due to layoff is treated like leave without pay and seniority and unbroken service dates must be adjusted in accordance with WAC 357-31-345 and 357-46-055 respectively.

AMENDATORY SECTION (Amending WSR 05-12-070, filed 5/27/05, effective 7/1/05)

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WAC 357-58-305 When does a WMS employee attain permanent status?

Upon successful completion of the review period, the employee will attain permanent status in the position.

If a review period is not required in Title 357 WAC and the employer chooses to not require a review period the employee will attain permanent status upon appointment.

AMENDATORY SECTION (Amending WSR 05-12-070, filed 5/27/05, effective 7/1/05)

WAC 357-58-310 When may a WMS employee (~~(who transfers or voluntarily demotes)~~) be required to serve a WMS review period?

An appointing authority may require an employee who transfers, ~~((or))~~ voluntarily demotes, or accepts a layoff option to another WMS position to serve a review period.

AMENDATORY SECTION (Amending WSR 05-12-077, filed 5/27/05, effective 7/1/05)

WAC 357-46-110 Must employees who are appointed to a position through the layoff process serve any type of review period?

An employer may require a six-month transition review period when an employee is appointed to a position as a layoff option or is appointed from the internal or statewide layoff list or the general government transition pool. (See WAC 357-46-115 for exceptions to this rule.) The transition review period may be extended for leave without pay in accordance with WAC 357-31-355.

AMENDATORY SECTION (Amending WSR 04-18-114, filed 9/1/04, effective 7/1/05)

WAC 357-46-120 What are the employer's obligations when the employer requires a transition review period?

(1) When an employer requires a transition review period (~~((is required for a position))~~), the employer must provide the employee with written notice of the transition review period.

(2) During the transition review period, the employer must provide the employee with instruction and/or training in the duties of the new position.

(3) For purposes of this rule, written notice may be provided using alternative methods such as e-mail, campus mail, the state mail service, or commercial parcel delivery in accordance with WAC 357-04-105.

AMENDATORY SECTION (Amending WSR 05-08-138, filed 4/6/05, effective 7/1/05)

WAC 357-31-355 How does leave without pay affect the duration of an employee's probationary period, ~~((or))~~ trial service period or transition review period?

If an employee uses leave without pay for an entire workshift while serving a probationary period, ~~((or))~~ trial service period or transition review period, the probationary period, ~~((or))~~ trial service period or transition review

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period is extended by one work day for each workshift of leave without pay.

AMENDATORY SECTION: (Amending 05-12-074, filed 5/27/05, effective 7/1/05)

357-46-067 What is an employee's status during temporary layoff?

(1)((Hours not worked due to temporary layoff are not treated as leave without pay, therefore:)) The following applies during a temporary layoff:

(a) An employee's anniversary date, seniority, or unbroken service date is not adjusted for periods of time spent on temporary layoff; and

(b) An employee continues to accrue vacation and sick leave in accordance with chapter 357-31 WAC((-)); and

(c) The duration of an employee's probationary period or trial service period shall not be extended for periods of time spent on temporary layoff.

(2) An employee((s)) who is temporarily laid off is not entitled to:

(a) Layoff rights, including the ability to bump any other position or be placed on the employer's internal or statewide layoff list;

(b) Payment for his/her vacation leave balance; and

(c) Use of his/her accrued vacation leave for hours the employee is not scheduled to work if the temporary layoff was due to lack of funds.

(3) If the temporary layoff was not due to lack of funds, an employer may allow an employee to use accrued vacation leave in lieu of temporary layoff.

AMENDATORY SECTION: (Amending WSR 05-01-206, filed 12/21/04 effective 7/1/05)

357-19-160 Can an employee be elevated following a demotion?

Employers may elevate an employee with permanent status to the class held by the employee immediately prior to being demoted or to a class in the same ((occupational category/)) class series which is between the current class and the class from which the employee was demoted. Elevation must be to a position for which they meet the competencies and other position requirements. The employer may require the elevated employee to serve a trial service period.

AMENDATORY SECTION: (Amending WSR 05-01-206, filed 12/21/04, effective 7/1/05)

357-19-240 What positions can be designated as in-training?

Employers may designate specific positions, groups of positions, or all positions in a class or class series ((or an occupational category)), as in-training positions. Unless other staffing methods have been exhausted, positions with primary responsibility for supervision should not be designated as in-training positions.

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AMENDATORY SECTION: (Amending 06-15-065, filed 7/13/06, effective 8/14/06)

357-19-285 What happens to an employee who fails to progress satisfactorily through an in-training plan?

This table is used to determine what happens when an employee appointed to an in-training position fails to satisfactorily progress through the in-training plan.		
Type of In-Training Position:		
	Class Series ((/Occupational Category)): All positions in the ((occupational category/)) class series are designated as in-training positions by the employer	Individual position: The individual position is designated as an in-training position
Employee Status:		
Employee in Probationary Period	-> The employee must be separated in accordance with WAC 357-46-185.	-> The employee must be separated in accordance with WAC 357-46-185.
Employee in Trial Service Period	If the employee WAS PERMANENT before the in-training appointment: -> The employee has reversion rights in accordance with WAC 357-19-115 through 357-19-117 to the class the employee held permanent status in before the in-training appointment. If the employee was NOT PERMANENT before the in-training appointment: ->The employee must be dismissed under the provisions of WAC 357-40-010.	-> The employee has reversion rights in accordance with WAC 357-19-115 through 357-19-117 to the class in which the employee was most recently permanent.
Employee achieved permanent status in job class of the current in-training step but is failing to progress to the next step	If the employee WAS PERMANENT before the in-training appointment: -> The employee has reversion rights in accordance with WAC 357-19-115 through 357-19-117 to the class the employee held permanent status in before the in-training appointment.	->The employee is removed from the in-training position and has reversion rights in accordance with WAC 357-19-115 through 357-19-117. The employee has reversion rights to a position, if available, in the class in which the employee currently holds permanent status.

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	<p>If the employee was NOT PERMANENT before the in-training appointment:</p> <p>-> The employee must be dismissed under the provisions of WAC 357-40-010.</p>	
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REPEALER

~~((WAC 357-01-215 Occupational category/class series.~~

~~A grouping of job functions having similar purpose and knowledge requirements.))~~

ITEM #5

Staff Note: The following proposed changes are housekeeping in nature. Staff is proposing permanent adoption effective June 16, 2009.

AMENDATORY SECTION (Amending WSR 08-07-062, filed 3/17/08 effective 4/18/08)

WAC 357-31-150 Can an employee be paid for accrued sick leave?

In accordance with the attendance incentive program established by RCW 41.04.340, employees are eligible to be paid for accrued sick leave as follows:

(1) In January of each year, an employee whose sick leave balance at the end of the previous year exceeds four hundred eighty hours may elect to convert the sick leave hours earned in the previous calendar year, minus those hours used during the year, to monetary compensation.

(a) No sick leave hours may be converted which would reduce the calendar year-end balance below four hundred eighty hours.

(b) Monetary compensation for converted hours is paid at the rate of twenty-five percent and is based on the employee's current salary.

(c) All converted hours are deducted from the employee's sick leave balance.

(d) Hours which are accrued, donated((;)) and returned from the shared leave program in the same calendar year may be included in the converted hours for monetary compensation.

(e) For the purpose of this section, hours which are contributed to a sick leave pool per WAC 357-31-570 are considered hours used.

(2) Employees who separate from state service because of retirement or death must be compensated for their total unused sick leave accumulation at the rate of twenty-five percent. The employer may deposit equivalent funds for a retiring employee in a medical expense plan as provided in WAC 357-31-375. Compensation must be based on the employee's salary at the time of separation. For the purpose of this subsection, retirement does not include "vested out-of-service" employees who leave funds on deposit with the department of retirement systems (DRS).

(3) No contributions are to be made to the department of retirement systems (DRS) for payments under subsection (1) or (2) of this section, nor are such payments reported to DRS as compensation.

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AMENDATORY SECTION (Amending WSR 05-08-138, filed 4/6/05 effective 7/1/05)

WAC 357-31-345 How does leave without pay affect a general government employee's anniversary date, unbroken service date, ~~((and))~~ periodic increment date, and seniority date?

(1) For a general government employee, the anniversary date, unbroken service date, and periodic increment date is adjusted for any period of leave without pay which exceeds fifteen consecutive calendar days except when the leave without pay is taken for:

- (a) Military leave of absence without pay as provided in WAC 357-31-370;
- (b) Compensable work-related injury or illness leave;
- (c) Government service leave not to exceed two years and one month;
- (d) Educational leave, contingent upon successful completion of the coursework; and/or
- (e) Voluntarily reducing the effect of an employer's layoff.

(2) When an employee is on leave without pay for more than fifteen consecutive calendar days and the absence is not due to one of the reasons listed above, the employee's anniversary date, unbroken service date and periodic increment date must be moved forward in an amount equal to the number of calendar days on leave without pay.

(3) For a general government employee the seniority date is adjusted for leave without pay in accordance with WAC 357-46-055.

AMENDATORY SECTION (Amending WSR 05-12-070, filed 5/27/05 effective 7/1/05)

WAC 357-58-245 Must an employee appointed to a project position serve a review period?

~~((An employee who does not have permanent status in classified service must serve a review period when appointed to a project WMS position. The employee gains permanent status upon completion of the review period.~~

~~—Permanent employees who promote to a project WMS position must serve a review period.))~~

(1) An employee appointed to a WMS project position **must** serve a review period when:

- (a) The employee does not have permanent status in classified service; or
- (b) The employee is a permanent employee who has promoted to a project WMS position.

(2) An employee who does not have permanent status prior to appointment to a project WMS position will gain permanent status upon completion of the review period.

AMENDATORY SECTION (Amending WSR 05-12-070, filed 5/27/05 effective 7/1/05)

WAC 357-58-285 When must a WMS employee serve a review period?

(1) A review period **must** be served when:

~~((4))~~(a) A permanent employee promotes to a permanent WMS position; or

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((2))(b) An employee who does not have permanent status in the classified service is appointed to a permanent WMS position.

(2) An employee appointed to a WMS project position must serve a review period in accordance with WAC 357-58-245.